

SUMMIT ON THE ECONOMIC STATUS OF KENTUCKY'S WOMEN IMPLEMENTATION STRATEGIES: EQUITY

A.1. Conducting studies into whether and how laws are applied differently in Kentucky based on race, ethnicity, gender, disability, age and sexual orientation.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- **Design a call for proposal for proposals for collecting data**
 - **Find funding proposals**
 - **Select the entity for research**
 - **Conduct research disseminate results**
- B. Who are the people and/or organizations that should be involved or have a role?
- **Sub committees, Commission of Women, researchers**
- C. If \$ is needed, what are the funding options?
- **Corporations, private foundations, government grants**
- D. How can the word get out?
- **Publications**
 - **Web**
 - **Presentations**
 - **Media**
 - **List serve**
 - **University Publications**
 - **Newsletters**
 - **Community Organizations**

A.2. Conducting a Kentucky-based study on Title IX, the federal education equity law.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- **Records of scholarships and grants, provided to women/men by dept. athletic/academic**
 - **Same sex classes for positive/negative aspects**
 - **"Alleged" Inequality caused by title 9, legal attacks on title 9**
- B. Who are the people and/or organizations that should be involved or have a role?
- **KEA, Dept. of Education, College faculty,**
 - **Educate the parents, community, what is title 9?**
 - **AIKCU/KHEA, Private/public, girls v. boys**
- C. If \$ is needed, what are the funding options?
- **University, Education, Businesses**
- D. How can the word get out?
- **Site based decision**
 - **PTA & clubs**
 - **Community**

- Local women's organizations
- BPW, PWF, Junior League

A.3. Researching the disproportionate financial impact on women of Kentucky's failure to recognize, in state laws affecting married couples and families, common-law marriages and domestic partnerships.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- Call LRC's of states with already existing laws recognizing domestic partnerships, get copies of their bills
 - Ask about success rates, financial boom to women since recognition of SSM/DP
 - Long term policy research centers for this info
 - Using info in above step, call together a meeting of economists (UK, ECU, NKY, UL), social workers, legislators, women activists and religious leaders.
 - Explain issue to group and ask them to report back in two months with letters of support, professional testimony
 - Compile that information, along with copy of the non-KY bills, into packet.
 - Send this packet (as a pre-lobbying interest generator) to potential supportive (\$) groups – be sure to identify them.
 - Check on researching feasibility of recognizing caregiver relationships in addition to SSM/DP.
- B. Who are the people and/or organizations that should be involved or have a role?
- Legislators (republican & democrat) who would support this.
 - Don't frame as a "gay rights" issue or a "poor issue" – it might not appeal to conservatives as much. Maybe an "economic booster" issue.
 - Churches – how do we get them to recognize this?
- C. If \$ is needed, what are the funding options?
- TBD
- D. How can the word get out?
- Giving out reports to ID'd groups, government agencies, grass roots groups, economists

A.4. Requiring that reports and studies by publicly funded agencies separate their data by gender, race and ethnicity whenever possible.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- Include in regulation or pass general legislation that all reports, studies, etc. are conducted by public and private agencies and organizations receiving public funds, must analyze and separate data by age, gender, race and ethnicity. Also, when appropriate, analysis of socio-economic status and poverty- level.
- B. Who are the people and/or organizations that should be involved or have a role?
- Legislative and Executive branch, LRC, long term policy research center
- C. If \$ is needed, what are the funding options?
- No funding needed
- D. How can the word get out?

B.1. Reviewing, and then improving enforcement of, existing pay equity laws to eliminate gender and race discrimination

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- Identify existing laws relating to pay equity (research = LRC)
Governing region (municipal state, federal)
Public vs. private

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Implementation Strategies: Equity

These strategies were recorded word-for-word from the flip charts in each session, and have not been edited.

Identify enforcement mechanics

- **Determine the level of enforcement of existing laws**

B. Who are the people and/or organizations that should be involved or have a role?

- **Publicize results of review (media, community, organizations, focus groups, regional conferences, and political activism)**

Who? LRC, Workforce Cabinet, Economic Development Cabinet

- **Establish “equity hotline” for reporting poor enforcement of existing law. (QW)**

C. If \$ is needed, what are the funding options?

- **Private sources (professional associates, private business, chambers of commerce, patrons)**
- **Grant funding**
- **Public funding**

D. How can the word get out?

B.2. Strengthening the laws to clarify the right to pay equity and to ease the burden of filing claims. Our goal should be to have equal pay for equal work by 2010

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Address Civic groups, local government, add districts, local health departments, faith based organizations, business boards and councils**
- **Ongoing working committees**
- **Research and data (updated)**

B. Who are the people and/or organizations that should be involved or have a role?

- **Grass roots**
- **Business/ professional groups, senior groups**
- **Judicial, law enforcement, family courts, school counselors, Econ. Classes, family Resource centers, social workers**

C. If \$ is needed, what are the funding options?

- **In kind, grants, sponsors**

D. How can the word get out?

- **Human interest stories, local cable, news, media, KET, employee newsletters**
- **Highlight success stories**

B.3. Strengthening enforcement of anti-discrimination laws that cover gender, race, ethnicity, age and disability.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Recognize there is a problem (QW)**
- **Awareness/training requirements re: law/needs**
- **Resources**
- **Implementations**
- **Enforcement of the law/ existing guidelines**
- **Accountability**
- * **create an easier, less threatening means for employment others to report incidents of discrimination**

B. Who are the people and/or organizations that should be involved or have a role?

- **Legislature**
- **Ky. Commission on Human Rights**
- **Health Services/ Disability Determination**
- **Vocational Rehab**
- **Attorney General**

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- **“Top” Management-good cross-section (buy-in)**

C. If \$ is needed, what are the funding options?

- **Pooling agency monies**
- **Grants, federal and corporations, organizations, actively seek “buy-ins” towards change**

D. How can the word get out?

- **Education & Outreach**
- **Take risk- Speak out/up**
- **Network of information**
- **Media, Ads, TV/radio spots**

B.4. Passing a state law that prohibits discrimination based on sexual orientation.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Research past attempts through LRC- what has worked? What has not?**
- **Bring the players to the table**
- **Develop a presentation protocol to present the issues to diverse groups**

B. Who are the people and/or organizations that should be involved or have a role?

- **Past supporting Legislators, existing community groups (unions, churches, regional media centers, mental health etc.)**
- **Youth (diversity clubs, GSA) straight allies, bring in national support**
- **Reaching out to those legislators (judiciary & law enforcement) who are undecided or opposed (food & money)**

C. If \$ is needed, what are the funding options?

- **Implementation Grants from anywhere**
- **National support**

D. How can the word get out?

- **Regional mtgs., booths (any events) bill boards, positive media involvement**

B.5. Pursuing workplace reform to ensure that public and private employers consider quality of life issues and flexible career paths for all employees

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Review of existing laws and regulations (federal/state) (QW)**
- **Examine other states models (QW)**
- **Legislative incentives to encourage employers to implement affordable child & adult care**
- **Advocate for an increase in minimum wage at the state level**

B. Who are the people and/or organizations that should be involved or have a role?

- **Executive, and legislative branches of Ky. And their agencies**
- **Executive, and legislative branches of KY Gov. i.e. Kentucky Comm. on Women, other women oriented civic groups and org.**
- **Ky. Business community and professional associations**

C. If \$ is needed, what are the funding options?

- **NA/ existing resources**
- **Existing resources**
- **Incentive \$\$: TBD**

D. How can the word get out?

- **TV/radio/newspapers**

- PSA announcements
- Public action campaigns to build support and encourage constituents to communicate with their legislators ie. Letter writing, e-mail, campaign, etc
- Legislative sponsor
- Press conference

C. The Executive Director of the Kentucky Commission on Women should become a permanent member of the Governor's Executive Cabinet in order to work more effectively toward gender equity with all areas of state government. This would allow the Commission to develop stronger formal links with all state agencies.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- **Convince Governor this is necessary, do executive order, and put in place, put in budget**
 - **Convince legislators this needs to live beyond the administration, pass laws**
- B. Who are the people and/or organizations that should be involved or have a role?
- **Same lobbyists as above**
 - **Teachers organization, Women's organization, Unions (Lobbyists)**
 - **Newly Formed Women's Caucus**
- C. If \$ is needed, what are the funding options?
- **Put in budget**
- D. How can the word get out?
- **grassroots, lobby by women's organizations, professional organization, extension offices**

C.1. With appropriate funding, additional Kentucky Commission on Women programs could include grant writing to focus on education and leadership development opportunities for women

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- **Foundation is 501 C-3, so can apply for grants**
 - **Have line item in budget that makes KCW to Gov. Office to be match for grants**
 - **Statewide with emphasis on rural areas and education institutions (5th and 6th grade)**
- B. Who are the people and/or organizations that should be involved or have a role?
- **Staff, grant writers, consultants**
- C. If \$ is needed, what are the funding options?
- **Apply to private foundations**
 - **Apply to federal agencies**
 - **Disseminate funds by RFD**
- D. How can the word get out?
- **People inside state government**
 - **Community Ed. Programs**

C.2. With appropriate funding, additional Kentucky Commission on Women programs could include development and maintenance of a statewide database of mentoring and leadership programs.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- **Add funding to line item budget for this purpose and make this responsibility of Ky. Commission on Women**
- B. Who are the people and/or organizations that should be involved or have a role?

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- **Legislators**

C. If \$ is needed, what are the funding options?

- **State funds**

D. How can the word get out?

- **Local government, ADD, school systems, business/professional organizations, senior groups, non-profits, volunteer groups, family courts**

C.3. With appropriate funding, additional Commission programs could include statewide promotion of leadership and mentoring programs

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Develop program similar to leadership “city” for H.S., universities, and women’s organizations**

B. Who are the people and/or organizations that should be involved or have a role?

- **Ky. Youth assembly could expand mentoring to broader audiences**
- **Offer incentives i.e. community projects for honor societies, and professional organizations, FBLA, FCCLA, Phi epsilon Omnicom (professional honor Societies)**

C. If \$ is needed, what are the funding options?

- **Market through schools and web-sites**

D. How can the word get out?

- **Market theory**
- **Schools and websites**

PARKING LOT:

1. Substance abuse services
 - Gender specific
 - Lack of facilities
 - Inadequate access, particularly in remote rural areas
2. Remember issues related to older woman
 - More older women than men
 - Higher percentage live in poverty
 - Higher percentage with disabilities
 - Higher percentage work past 60-65
 - Workforce issues (2)
3. Need action beyond report (2)
4. Good to have young women in process
5. Important to look at finances and feasibility
6. Need women on bank boards
7. Enlist aid of men to help with action and attendance at meetings like this (3)
8. We don't fully utilize network opportunities we have
9. Need more communication and informing
10. Need to know and use our legislators
11. Need to deal with special problems of immigrants particularly there in rural Ky. (1)
12. Services for women with disabilities/ ADA (1)
13. Better orientation for state government employees -- aren't sure how agencies connect
14. Need to do a better job of helping young women understand how we got to where we are now (5)
15. Need to continue to move forward aggressively
16. Raise consciousness
17. Challenge of sexual harassment in the nursing profession
18. Consider organizing some kind of "coalition" to move issues forward (1)
19. Don't leave anyone out girls, senior citizens
20. Going to take local organization (grass roots)
21. Need some type of organized committee structure to move agenda forward (5)
22. Take enthusiasm out to state
23. Men need to see problems as their problems- Humanity issues
24. Form local committees to dispose information to community (3)
25. Research "wind fall" law that does not allow teachers retired or KTRS to get SS (on their husbands)
26. Develop a "speakers bureau" of folks who can give presentations in their locality/regions about TF recommendations (develop power point, or talking points for this) (speakers from a diverse backgrounds) (4)
27. Need updates of action plan.
28. Create distribution lists for each topic/group to share successes, thoughts
29. Have a town forum to get others involved, local newspapers